



GROSSMONT-CUYAMACA
COMMUNITY COLLEGE DISTRICT

MEMORANDUM

TO: Districtwide Executive Council cc: Woody Merrill
FROM: Sue Rearic
DATE: January 10, 2011
SUBJECT: Compensation Study RFP #B11.001

The District issued a Request for Proposal to conduct a study of total compensation to include all District employees*. The purpose of the study is to evaluate the comparability of the District compensation elements to comparable community college districts and other public agencies in the District's labor market and to make recommendations for adjustments in compensation. "Compensation" is defined as salary, health and welfare benefits, stipends, salary supplements such as longevity, salary schedule columns steps, shift premiums, and paid leave benefits.

Ten responses were received. Following are the next steps:

- Proposal Qualifications Review Team from District Business Services personnel will determine which proposals were responsive to the minimum requirements and prepare a summary analysis of the responsive proposals.
- A collegial consultation meeting will be held with representatives from all employee stakeholder groups to consider the analysis and recommend finalists for consideration by Chancellor's Cabinet. Meeting participants will include members of the District negotiation team and two representatives from each union and meet and confer group.
- Chancellor's Cabinet will consider the recommendation and make a final selection
- Contract will be processed and forwarded for approval
- An updated timeline will be developed
- Total compensation evaluation will be conducted and completed within proposed timeline
- The report will be presented outlining procedures and technologies used in the study and the results. The presentation will occur as part of a Districtwide Executive Council (DEC) meeting.
- Findings from the study will be used to assist in the bargaining and meet and confer processes.

* This study also fulfills CSEA contract (2010) agreement.

Pmt Mydocs: Compensation study RFP #B11.001

Vice Chancellor

8800 Grossmont College Drive, El Cajon, CA 92020 / Phone: 619-644-7575 / Fax: 619-644-7924